

## **Summary of Changes to FDIC-NTEU Nationwide Agreement**

### **Article 8: Travel and Per Diem for Union Representation Activities**

- Reimbursement for up to 40 representatives to attend NTEU training

### **Article 9 – Official Time**

- minor technical change to include a statutory reference

### **Article 10 – Union Access**

- the Agreement will be available to all employees in an electronic format on the FDIC (and NTEU) websites; hard copies of the Agreement will no longer be available to employees
- NTEU will be provided with a quarterly listing of email addresses of all bargaining unit employees.
- Each Chapter President will be able to request a mobile phone.

### **Article 12 – Performance Evaluation**

- New language that requires Rating Officials to provide timely and accurate feedback on performance to employees throughout the rating period, with an emphasis on coaching and employee development.
- Revised language on providing notice and assistance to employees whose performance falls below the Accomplished Practitioner level and/or is Below Target.
- Maintained the requirement that Rating Officials must provide employees with any documentation that may be relied upon in their evaluation.

### **Article 20 – Telework**

- Allows for reopening of negotiations on the “home-Based Option” as part of any negotiations over Office Space under Article 51.

## **Article 32 – Employee Orientation**

- Minor change to reflect that new employees will be provided a link to the electronic version of the Agreement.

## **Article 46 – Adverse Actions**

- Revised language addressing actions based on unacceptable performance and requirement to provide a reasonable period to improve performance prior to taking any action.

## **Article 51 – Field Office Space**

## **Article 52 – Regional/Area, Headquarters and Temporary Satellite Office Relocations and Openings**

- Revised language allows either party to reopen bargaining over the terms of these Articles or the FDIC's Leasing Policy Manual or Space Utilization Policy.

## **Article 56 – Duration**

- The Agreement runs for a term of three years, with additional one-year extensions if neither party reopens.
- Within the term of the Agreement, either party may reopen negotiations on one existing Article after 18 months.
- Effective date of the new Agreement will be established following completion of NTEU ratification and FDIC agency head review.